

**WPTY-TV, WLMT, WHAL-FM, WEGR, WHRK, WREC, WDIA, KJMS & Employees at
KWAM**

EEO PUBLIC FILE REPORT

April 1, 2004-March 31, 2005¹

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	2-18	14
Master Control Operator	2-18	14
Program Coordinator	2-18	17
Sports Photographer	2-18, 59	15
Studio camera operator	2-18	13
Audio operator	2-18	17
Chyron operator	2-18, 59	13
Reporter	2-18	15
Traffic Assistant	2-18	13
Photographer	2-18, 60	15
Account Executive	2-18	13
Account Executive	2-18	13
Account Executive	2-18	13
Director/TD	2-18	13
Webmaster	2-18	11
Chyron operator	2-18	13
Camera operator	2-18	17
Account Executive-NTR	2-18	11
News Photographer	2-18	15
Executive Producer	2-18	18
News Editor	2-18	17
News Editor	2-18	17
Master Control operator	2-18	13
Master Control operator	2-18	13
AP-Payroll Clerk	2-18	13
Chyron operator	2-18	13
Promotion Producer/Director	2-18	17
National Sales Manager	2-18	17

¹ This report provides recruitment data collected from March 22, 2004 through March 21, 2005. This report was revised in July 2005 to correct data discrepancies.

[illegible]

**WPTY-TV, WLMT, WHAL-FM, WEGR, WHRK, WREC, WDIA, KJMS, & Employees at
KWAM**

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over reporting period
2	Memphis Urban League 413 N. Cleveland Memphis TN 38104 901 272 2491	N	0
3	Memphis Branch NAACP 588 Vance Ave Memphis TN 38126 901-521-1343	N	0
4	Tennessee Dept. of Employ. Security 1295 Poplar Ave. Memphis TN 38104 901 543-7535 Joyce Reed	N	0
5	Partners in Placement 3485 Poplar Ave #205 Memphis TN 38111 901-458-7094 Linda Malone	N	0
6	Lemoyne-Owen College 806 Walker Ave Memphis TN 38126 901-942-6239	N	0
7	Southwest Tennessee Community College P.O. Box 40568 Room C210 Memphis TN 38104 901-544-5380	N	2
8	Christian Brothers University 650 East Parkway South Memphis TN 38104 901-321-3330	N	0
9	University of Memphis P.O. Box 241880 Memphis TN 38124 901-458-2521 Ann Jackson	N	0
10	Southwest Workforce Development 5390 Mendenhall Sq Memphis TN 38115 901-544-5380	N	0
11	Clear Channel Human Resources www.clearchannel.com www.clearcareers.com	N	6
12	www.Hirediversity.com	N	0
13	Word of mouth referral	N	38
14	Memphis Commercial Appeal – 495 Union Avenue, Memphis, TN 38103 901-529-2211	N	2
15	TV jobs.com	N	4
16	Internal postings	N	0
17	Internal promotions	N	13
18	Inter-company transfers	N	3
19	Operation PUSH, 704 S. Parkway E., Memphis, TN 38106 – S. W. Kyle's, 946-5272	N	0
20	American Business Women's Assn., 2750 Darlington Cove, Memphis, TN 38118-747.7793-Sue Crawley	N	0
21	Memphis Black Media Coalition, 704 S. Parkway E., Memphis, TN 38106-946.5272-Gwen Sneed	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over reporting period
22	Park Avenue Prospects Club C/o Merrill Lynch 6750 Poplar Avenue, #800 Memphis, TN 38138	N	0
23	Professional Women's Network, 930 University Street, Memphis, TN 38107, 345.7153-Sheila Easterling	N	0
24	Mississippi Dept. of Employment Security, 225 Loshier Street, Hernando, MS 38632-601.429.9874-Bobbi Oliver	N	0
25	Shelby Residential/Vocational Services, 4555 Quince Road, Memphis, TN 38117, Ron Smith	N	0
26	Bluff City Business & Professional Women 1143 Wallsville Road Memphis, TN 38117	N	0
27	Arkansas Department of Employment Security, PO Box 1928, West Memphis, AR, 72303	N	0
28	UCP/Memphis Works, 4189 Leroy, Memphis, TN 38108- Susan Kime	N	0
29	Tennessee Department of Labor & WFD, 5368 Mendenhall Mall, Memphis, TN 38115-David Chamberlain	N	4
30	Miriam Leffler Personnel Service, 1715 Aaron Brenner Dr., #718, Memphis, TN 38120 – 761.9777	N	0
31	Mr. Bob McDowell, Department of Theatre/Communication Arts, University of Memphis, Memphis, TN 38152, 678.2565-Bob McDowell	N	0
32	Lane College, 545 Lane Avenue, Jackson, TN 38301- 901.426.7500 – Placement Office	N	0
33	Athens State College, 300 North Beaty Street, Athens, AL 35611, Career Office	N	0
34	Jobs for High School Grads, Booker T. Washington High School, 715 South Lauderdale, Memphis, TN 38126- Placement Director	N	0
35	University of Mississippi, 234 Martindale Hall, University, MS 37677-662.915.7174, Gina Starnes, Career	N	0
36	Columbia School of Broadcasting, 6061 Stage Road, #8, Bartlett, TN 38133, 377.5747	N	0
37	Memphis Area Vo-Tech, 550 Alabama, Memphis, TN 38105, 543.6169	N	0
38	University of Memphis Placement Service, Scates Hall, RM 315, Memphis, TN 38152, 678.2239-Jean Moore	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over reporting period
39	University of Mississippi, Student Media Center, 233 Farley, University, MS, 662.915.5503-Dr. Ralph Braseth	N	0
40	State Technical Institute, Career Counseling/Student Employment, 5983 Macon Cove, Memphis, TN 38134, 382.4180-Bill Cavanaugh	N	0
41	Arkansas State University, Career Placement Services, PO Box 2490, Jonesboro, AR 72467, 501.972.2100-Rosemary Freer	N	0
42	Mississippi University for Women, W Box 1607, Columbus, MS 39701, 601.329.4750-Career Services	N	0
43	University of Arkansas, ARKU 411, Fayetteville, AR 72701, 479.575.2000-Nola Royster, Career Services	N	0
44	Southwest Tennessee Community College, 5983 Macon Cove, Memphis, TN 38134, Student Employment Office, 382.8324	N	0
45	Mississippi State University, Career Center, 662.325.3344 P.O. Box P Starkville Ms 39762 Att: HR	N	0
46	Northwest Community College, Career Services, Senatobia, MS 38637, 601.562.3200	N	0
47	Rust College, Mass Communication Center, 150 E. Rust Avenue, Holly Springs, MS 38635, Sylvester Oliver	N	0
48	University of Memphis, College of Engineering, Memphis, TN 38152	N	0
49	University of Memphis, Fogelman College of Business, Department of Marketing, Memphis, TN 38152	N	0
50	NAB Employment Clearinghouse, 202.775.3526	N	0
51	Tennessee Association of Broadcasters, PO Box 101015, Nashville, TN 37224, 615.399.3791. Whit Adamson	N	0
52	Minority Community News Service, 2265 Westwood Blvd., Ste 423, Los Angeles, CA 90064.800.959.5022	N	0
53	NAB Human Resources Dept., 1771 N Street, NW, Washington, DC 20036. 202.429.5490	N	0
54	Bridge Builders, 314 S. Goodlett, Memphis, TN 38117	N	0
55	American Sportscasters Association, 225 Broadway, New York, NY 10007, 212.227.8080	N	0
56	SEU station websites	N	6
57	Walk-ins	N	15
58	On-air announcements	N	18

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over reporting period
59	State Technical Institute Marty Jensen 3523 Lamar Avenue Memphis, TN 38118	N	0
60	Medialine.com	N	0
61	American Business Women's Assn/ Cotton Belles Chapter 4396 Powell, Memphis, TN 3812	N	0
62	American Business Women's Assn/ Whitehaven Chapter 1852 Briarbrook Road, Germantown, TN 38138	N	0
63	American Business Women's Assn/ Shelby Pines Chapter 1604 E. McLemore, Memphis, TN 38106	N	0
64	WKNO-TV/FM, University of Memphis PO Box 241880, Memphis, TN 38124	N	0
65	University of Mississippi Student Media Center 233 Farley, University, MS 38677	N	0
66	Lowenstein House 821 S. Barksdale, Memphis, TN 38114	N	0
67	Nashville Assn. Of Broadcasters PO Box 101015, Nashville, TN 37224 Jennifer Hotchkiss	N	0
68	MPHS 1087 Alice, Memphis, TN 38106 Volante Matthews	N	0
69	SAVES 2150 Whitney Avenue, Memphis, TN 38127 Alex Vaporean 353-5440	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			47

**WPTY-TV, WLMT, WHAL-FM, WEGR, WHRK, WREC, WDIA, KJMS & Employees at
KWAM**

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	The stations provide interns with the opportunity to observe and study television news operations. They are exposed to all facets of news gathering and news production. During this reporting period, the stations had several interns from universities and colleges.

Form 396
Exhibit 3
March 2005

**Outreach Efforts Concerning WHAL-FM, WEGR, WHRK, WREC, WDIA, KJMS,
WPTY-TV, WLMT(TV) & Employees at KWAM**

Although the EEO recruitment rules that the Commission implemented in 2000 were suspended the following year, Clear Channel stations have continued to strive for broad and inclusive outreach since that time. Examples of the efforts made by stations in this employment unit include offering various internship programs and posting job openings on www.hirediversity.com.

For additional information concerning the outreach efforts undertaken by stations in this employment unit, see the attached EEO Public File Report.

Since the current EEO rules went into effect on March 10, 2003, the stations have experienced no notable difficulties in our outreach efforts as of the date of this application.

Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY
FCC 396		
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)		FOR COMMISSION USE ONLY FILE NO. - 20050330BEF
Read INSTRUCTIONS Before Filling Out Form		

Section I

Legal Name of the Licensee CLEAR CHANNEL BROADCASTING LICENSES, INC.				
Mailing Address 2625 S. MEMORIAL DRIVE SUITE A				
City TULSA	State or Country (if foreign address) OK	Zip Code 74129 -		
Telephone Number (include area code) 9186644581		E-Mail Address (if available)		
	Facility ID Number 68518	Call Sign WLMT		
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV		
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report				
List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.				
[Stations Locations]				
Station List				
List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.				
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)

WLMT	68518	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	MEMPHIS, TN	<input type="radio"/> Yes <input checked="" type="radio"/> No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WPTY-TV	11907	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	MEMPHIS, TN	<input type="radio"/> Yes <input checked="" type="radio"/> No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WGR	58397	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	MEMPHIS, TN	<input type="radio"/> Yes <input checked="" type="radio"/> No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WHRK	54916	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	MEMPHIS, TN	<input type="radio"/> Yes <input checked="" type="radio"/> No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WREC	58396	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	MEMPHIS, TN	<input type="radio"/> Yes <input checked="" type="radio"/> No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KJMS	35874	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	OLIVE BRANCH, MS	<input type="radio"/> Yes <input checked="" type="radio"/> No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WDIA	69569	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	MEMPHIS, TN	<input type="radio"/> Yes <input checked="" type="radio"/> No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KWAM	35873	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	MEMPHIS, TN	<input checked="" type="radio"/> Yes <input type="radio"/> No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WHAL-FM	58399	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	HORN LAKE, MS	<input type="radio"/> Yes <input checked="" type="radio"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name ROSEMARY HAROLD/JAMES DOCKERY		Street Address 1776 K STREET, NW	
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2027194901

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from

discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during ☒ Yes ☐ No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? ☐ Yes ☒ No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION. This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent ANDREW W. LEVIN
Title CHIEF LEGAL OFFICER	Telephone No. (include area code) 9186644581
Date 3/30/2005	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion,

compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: CATHY FLOYD

Title: BUSINESS MANAGER

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jholey@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: DISCRIMINATION COMPLAINTS

Attachment 1

Description
Discrimination Complaints

Exhibit 2

Description: EEO PUBLIC FILE REPORT

Attachment 2

Description

EEO Public File Report

Exhibit 3**Description:** NARRATIVE STATEMENT-OUTREACH**Attachment 3**

Description
Narrative Statement-Outreach

CDBS - Attachment Entry
File: Discrimination Complaints
Successfully uploaded at Wed Mar 30 19:14:12 US/Eastern 2005
Account number: 62959

Form 396
Exhibit 1
March 2005

**Discrimination Complaints Concerning WHAL-FM, WEGR, WHRK, WREC, WDIA,
KJMS, WPTY-TV, WLMT(TV) & Employees at KWAM**

A complaint alleging sex discrimination was filed against the licensee of WPTY-TV by Michelle McKissack, an on-air personality at the station, on Dec. 30, 2002 at the U.S. Equal Employment Opportunity Commission. *See* Charge No. 251a300341. According to the licensee's current records, the complaint has been closed but the company has no further details about the matter.

A complaint alleging race discrimination was filed against the licensee of WDIA(AM) by Patricia Smith, an account executive at the station, at the U.S. Equal Employment Opportunity Commission, which issued a dismissal and notice of right to sue. *See* Charge No. 250A201368. No suit was filed. Although the licensee lacks some specific details about this complaint, it is believed that the time for filing suit has expired.

A complaint alleging race discrimination was filed against the licensee of WHRK and WDIA by Robert Leonard, a sales manager at the stations, at the U.S. Equal Employment Opportunity Commission. The complainant later filed a lawsuit in 1997 in the U.S. District Court, Western District of Tennessee, Western Division. *See* Civil Action No. 97-2320-DA. A motion to compel arbitration was filed and granted, and the arbitration was dismissed in June 2000 for lack of payment of arbitration fees. *See* American Arbitration Association Case No. 35-160-00052-98. The plaintiff has taken no further action since that date.

A complaint alleging (reverse) race discrimination was filed against the licensee of WPTY-TV by West Warrick, a news technician at the station, on Feb. 28, 2002 at the U.S. Equal Employment Opportunity Commission, which issued a dismissal and notice of rights to sue. *See* Charge No. 250A200582. No suit has been filed.

A complaint alleging race discrimination was filed against the licensee of WMLT(TV) by Roby Williams, an account executive at the station(s), at the U.S. Equal Employment Opportunity Commission, which issued a dismissal and notice of rights to sue. The complainant filed suit in the U.S. District Court, Western District of Tennessee, Western Division. *See* Case No. 002724-GV. A motion to dismiss and compel arbitration was filed, and the matter was settled between the parties on August 4, 2004 prior to arbitration. *See* AAA Case No. 30-164-00883-04. The court issued a final judgment dismissing the case on September 9, 2004.

A complaint alleging race discrimination was filed against the licensee of WPTY-TV by Leon Gray, job title unknown, at the U.S. Equal Employment Opportunity Commission. *See* Charge No. 250-98-1280. The EEOC issued a no cause determination and notice of rights in April 2000. No lawsuit has been filed.

CDBS - Attachment Entry
File: EEO Public File Report
Successfully uploaded at Wed Mar 23 17:02:37 US/Eastern 2005
Account number: 62959

Federal Communications Commission

FCC MB - CDBS Electronic Filing
Account number: 62959

Description: 2005 MEMPHIS, TN SEU
Application Reference Number: 20050330BEF
Successfully filed at Mar 30 2005 7:18PM

[Menu](#)



CERTIFICATE OF PARTICIPATION



Randy Reid
Vice President/General Manager
Clear Channel Television from WETM-TV

In recognition of participation as a broadcast recruiter during the

National Association of Broadcasters Education Foundation
Broadcast Education Association
Radio-Television News Directors Association
Career Fair

*"an outreach initiative designed to increase awareness of
opportunities in the broadcasting industry."
(47 C.F.R. Sec 76.75 (b)(2)(i))*

NAB 2005 Convention • Wednesday, April 20, 2005
Las Vegas, Nevada

Marcellus Alexander
President, NAB Education Foundation
and Executive Vice President, Television
National Association of Broadcasters

Ann Orr
Executive Director
NAB Education Foundation
National Association of Broadcasters



National Association of Broadcasters
Education Foundation
Ann Orr, Executive Director

May 13, 2005

Mr. Randy Reid
Vice President/General Manager
Clear Channel TV – WETM-TV
101 E. Water Street
Elmira, NY 14901

Dear Mr. Reid:

Thank you for being a part of the NABEF-BEA-RTNDA Career Fair during the NAB2005 convention in Las Vegas, NV, on April 20. The Career Fair was very successful, due in large part to the role you played in reaching out to the hundreds of professionals, students, and entry-level job seekers.

I am pleased to report that over 1,000 people from around the country visited the event this year. We will have more detailed demographics at a later date and will send them to you. We hope the career fair was a success for you. If you have any comments or suggestions, please let us know. Your input will help us to make this event even better next year.

I have enclosed a "Certificate of Participation" to show our appreciation to you for helping make the Career Fair a very successful event. Your participation in the event counts toward the EEO credit that your station is required to earn under the FCC rules.

At this time, we are preparing for the NABEF Radio Show Career Fair, to be held on September 21, 2005 at the Pennsylvania Convention Center in Philadelphia, PA, and invite you to join us as a recruiter.

My best,

A handwritten signature in black ink, appearing to read "Ann Y. Orr". The signature is fluid and cursive.

Ann Y. Orr

Enclosure: